

Nov. 10, 2017

A Message from the Chair of Your SGEU Health Provider Negotiating Committee

1011 Devonshire Drive North
Regina, SK S4X 2X4
(p) 522.8571
1.800.667.5221
(f) 352.1969

1114-22nd Street West
Saskatoon, SK S7M 0S5
(p) 652.1811
1.800.667.9791
(f) 664.7134

33-11th Street West
Prince Albert, SK S6V 3A8
(p) 764.5201
1.800.667.9355
(f) 763.4763

www.sgeu.org

As proclaimed by the Government of Saskatchewan, October 23 to 29, 2017 was Health Provider Week – a time to recognize the hard work and dedication of all our Health Providers.

November 5 to 11, 2017 was also Medical Radiation Technologists week across Canada. MRTs provide vital treatment services and care to patients, allowing them to benefit from the latest medical diagnostic and treatment technologies.

On behalf of SGEU, thank you to all of our health providers and MRTs for the comfort, safety and continued care that you provide, and for making our province a better place to live!

Bargaining Continues

On October 30, we met with SAHO and discussed our principles document from the previous round of bargaining. The three unions – SGEU, SEIU-West, and CUPE – are maintaining our stance: no cuts or rollbacks! We were told the government mandate remains as a rollback of 3.5% and an additional three-year wage freeze.

Regarding the Extended Health and Enhanced Benefits plan, the provider unions are still seeking joint trusteeship. This would ensure provision of the best possible benefits, with the unions having an equal voice in the viability of the plan. SAHO maintains its concession proposal on a co-pay system for the benefits plan, which the provider unions do not agree with.

With the formation of the new Saskatchewan Health Authority on December 4, we are focused on maintaining the rights and securities of our members. An agreement on a moratorium document would maintain jurisdictional boundaries for the unions as they currently exist. As such, you would retain your membership with your current union.

Your negotiating committee understands that workload for our members is a huge issue and needs to be addressed. Ongoing discussion is being held with SAHO/Employers at every opportunity available. SAHO's proposal to add two steps to the bottom of the current

three-step wage would do nothing to address this issue. The Unions have identified that doing so would create more issues with workload and negatively impact recruitment and retention.

Another key point of discussion in our meetings with SAHO was the impact of recent Joint Job Evaluation reviews related to changes in the length of certain educational programs. The lengths of post-secondary training programs required for certain job classifications have recently been shortened, resulting in a reduced education skill factor for those classifications under the JJE framework. As a result, those classifications are being moved to lower pay bands. However, an agreement has been reached that all members currently working in an affected classification will remain at their current pay band, and (unless already at the top step) will continue to progress through the step of their current pay band until they reach the top. Only new hires will be subject to the lower pay rates. The provider unions have also proposed a review of the education skill factor and any other factors related to this re-evaluation of affected jobs.

A rally to reverse the cuts was held at the Legislature on October 25, 2017. It was wonderful to see so many members from our health provider union present at the rally to tell the government that we put the care in health care! The voices at the rally were clear in their message to the government: stop the cuts!

You can help your negotiating committee by [contacting the health minister](#) to let him know why government needs to change their mandate. Members are not responsible for this government's deficit position.

If you have any questions or comments for your negotiating team, please use the "Ask Your Team a Question" feature on our website, which can be found [here](#).

We will be sending you a new badge clip soon to let you know that SGEU cares for you and appreciates all health providers' hard work, support, and dedication to the patients, clients and families that we serve every day. Well done!

In Solidarity,

Bonnie Erickson, Chair, on behalf of the Health Provider Negotiating Committee:
Kim Nordmarken, Vice Chair - Kelsey Trail Health Region
Cynthia Roney - Kelsey Trail Health Region
Wendy McPhail - Mamawetan Churchill River Health Region
Ryan Favel - Keewatin Yatthe Health Region